




## Somerset Equality Impact Assessment

Before completing this EIA please ensure you have read the EIA guidance notes – available from your Equality Officer or  
[www.somerset.gov.uk/impactassessment](http://www.somerset.gov.uk/impactassessment)

<b>Organisation prepared for (mark as appropriate)</b>	 <b>Somerset</b> Council	x	 <b>NHS</b> <b>Somerset</b>	 <b>NHS</b> <b>Somerset</b> NHS Foundation Trust
<b>Version</b>	1		<b>Date Completed</b>	20/11/23
<b>Description of what is being impact assessed</b>				
<p>Somerset Council currently commissions a Carers Employment Support Service from Somerset NHS Foundation Trust.</p> <p>The purpose of this service is to support the unpaid carers of adults with mental ill health to maintain their employment, or where they are not currently working to help them to find or return to work.</p> <p>The service is commissioned to provide 2 part time staff (0.6 FTE) who work within Community Mental Health Teams and hold a caseload of carers that they support. The service is commissioned via a Service Level Agreement (SLA) that is due to expire on 31/03/2025 at a cost of £45,708 including overheads.</p>				
<b>Evidence</b>				
<p><b>What data/information have you used to assess how this policy/service might impact on protected groups?</b> Sources such as the <a href="#">Office of National Statistics</a>, <a href="#">Somerset Intelligence Partnership</a>, <a href="#">Somerset’s Joint Strategic Needs Analysis (JSNA)</a>, Staff and/ or <a href="#">area profiles</a>, should be detailed here</p>				

Research published by the Social Care Institute for Excellence (SCIE) (<https://www.scie.org.uk/carers/employment>) and commissioned by The Department of health and Social Care identified the following outcomes for Carers:

- The evaluation has found that those carers who received more comprehensive and intensive support were more likely to report benefits. Emotional and practical support led to increased morale and carers said they felt less isolated. Advocacy and support worker services provided by the project were reported to have helped working carers cope better at crucial 'tipping points' or domestic crises that otherwise were likely to have had a more detrimental effect on maintaining the balance of care and work.
- The project also helped carers and employers to improve their awareness of the existing local available help, including local voluntary provision and welfare benefits.

All providers that the Council commissions, including Somerset NHS Foundation Trust, have a responsibility to ensure that services are accessible to all and are provided in a way that meets the needs of the local population. Ethnicity must be considered through the protected characteristic of race. Levels of ethnicity are hard to measure due to ethnicity not being a single measure but a composite measure of many different factors that make up an individual or community. Also, the proportions of different ethnic groups in an area can change quickly. The most reliable estimates for ethnicity within Somerset are the 2021 census figures, revealing that the vast majority of the resident Somerset population is White with only 3.6% from all other ethnic groups combined. 8.7% of the Somerset population were from an ethnic group other than White: British.

There were around 50,000 Somerset residents who were providing unpaid care to a friend or relative at the time of the 2021 census. Of those, 26,000 – or 30% - provide more than 50 hours of care each week, although it is reasonably assumed that this is an underestimate due to a decrease in self-reporting following the Covid pandemic.

There is a strong socio economic gradient in Mental Health, with those who are more economically disadvantaged at an increased risk of experiencing common mental disorders and their adverse consequences (*Social determinants of mental health* - Allen & al 2014)- People in the lowest socioeconomic group are two to five times more likely to suffer a diagnosable mental health disorder compared to those in the highest socioeconomic group

Loss of employment and poor quality employment are risk factors for poor mental health and a significant driver of inequalities in mental illness (World Health Organisation). In addition, people living with mental health problems are often over represented in low paid, high turnover work (Gov.uk 2019)- The negative impact that unemployment has on mental health has been found to be greater in males than females (*Which is most important for mental health: Money, poverty, or paid work? A fixed-effects analysis of the UK Household Longitudinal Study* - Kromydas et al 2021)

Budgetary pressures is putting at risk services which support people in employment and positive reintegration in their community. In light of information and research available to us, we know this could lead to people escalation of health and social care needs.

**Who have you consulted with to assess possible impact on protected groups and what have they told you?** If you have not consulted other people, please explain why?

We have consulted Somerset NHS Foundation Trust as the provider of this service, however we have not yet had an opportunity to consult with the carers who use this service yet. We know from data provide by the Trust that, as at 16/11/2023, the age and breakdown of the people accessing the carers employment support service was as shown below, however it is important to note that this decision will impact on a wider group that is reflective of people living in our community as the people accessing this service is not static:

The 26 people accessing the service as at 16/11/2023 can be broken down as follows across the 4 areas of Somerset:

	East		South		North		West		Other		Total
Age	F	M	F	M	F	M	F	M	F	M	
16-35	1	0	0	0	0	0	0	0	1	0	2
36-50	5	1	2	0	2	0	1	0	0	0	11
51-65	6	1	3	0	0	0	3	0	0	0	13
66+	0	0	0	0	0	0	0	0	0	0	0
Total	12	2	5	0	2	0	4	0	1	0	26
F+M	8		5		4		7		1		26

Total open carer cases: 26

Of these, 24 are female and 2 are male

2 are aged 16-35, 11 are aged 36-50 and 13 are aged 51-65

There is 1 carer from another Local Authority area providing care for a Somerset resident.

The data on their caring responsibility is as follows:

Adult mental health service user 11  
 Older person 10  
 School aged child 3  
 Disabled person 2

This decision would also impact on the staff who provide this service whose breakdown is as follows:

Post	Area	Gender	Age group
0.6 WTE	East Somerset	Female	36-50
0.6 WTE	West Somerset	Female	51-65

**Analysis of impact on protected groups**

The Public Sector Equality Duty requires us to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service will achieve these aims. In the table below, using the evidence outlined above and your own understanding, detail what considerations and potential impacts against each of the three aims of the Public Sector Equality Duty. Based on this information, make an assessment of the likely outcome, before you have implemented any mitigation.


Protected group	Summary of impact	Negative outcome	Neutral outcome	Positive outcome
<b>Age</b>	<ul style="list-style-type: none"> <li>No impacts identified. The decommissioning of this service would not impact on people with this protected characteristic in a lesser or greater way.</li> </ul>	☐	☒	☐
<b>Disability</b>	<ul style="list-style-type: none"> <li>The Carers Employment Support Service supports the carers of people with mental ill health. The decommissioning of this service would therefore indirectly impact on this group through the withdrawal of the support their carers receive.</li> </ul>	☒	☐	☐

<b>Gender reassignment</b>	<ul style="list-style-type: none"> <li>No impacts identified. The decommissioning of this service would not impact on people with this protected characteristic in a lesser or greater way.</li> </ul>	□	⊗	□
<b>Marriage and civil partnership</b>	<ul style="list-style-type: none"> <li>No impacts identified. The decommissioning of this service would not impact on people with this protected characteristic in a lesser or greater way.</li> </ul>	□	⊗	□
<b>Pregnancy and maternity</b>	<ul style="list-style-type: none"> <li>No impacts identified. The decommissioning of this service would not impact on people with this protected characteristic in a lesser or greater way.</li> </ul>	□	⊗	□
<b>Race and ethnicity</b>	<ul style="list-style-type: none"> <li>People from different backgrounds and of a different race may need to have information and support provided in a range of formats about this decision.</li> <li>In terms of the decision itself, the decommissioning of this service would not impact on people with this protected characteristic in a lesser or greater way.</li> </ul>	□	⊗	□
<b>Religion or belief</b>	<ul style="list-style-type: none"> <li>No impacts identified. The decommissioning of this service would not impact on people with this protected characteristic in a lesser or greater way.</li> </ul>	□	⊗	□
<b>Sex</b>	<ul style="list-style-type: none"> <li>Data on service usage indicates that the majority of carers supported are female</li> <li>The decommissioning of this service would therefore be more likely to directly impact on female carers of people with mental ill health. males with a learning disability to gain employment.</li> </ul>	⊗	□	□

	<ul style="list-style-type: none"> <li>It would also disproportionately impact on female staff given that both staff who provide this service are female.</li> </ul>			
<b>Sexual orientation</b>	<ul style="list-style-type: none"> <li>No impacts identified. The decommissioning of this service would not impact on people with this protected characteristic in a lesser or greater way.</li> </ul>	☐	☒	☐
<b>Armed Forces (including serving personnel, families and veterans)</b>	<ul style="list-style-type: none"> <li>No impacts identified. The decommissioning of this service would not impact on serving personnel, families and veterans in a lesser or greater way.</li> </ul>	☐	☒	☐
<b>Other, e.g., carers, low income, rurality/isolation, etc.</b>	<ul style="list-style-type: none"> <li>This service exists to support the carers of people with mental ill health to gain and maintain employment, and its decommissioning would therefore directly impact them</li> </ul>	☒	☐	☐
<b>Negative outcomes action plan</b> Where you have ascertained that there will potentially be negative outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.				
<b>Action taken/to be taken</b>	<b>Date</b>	<b>Person responsible</b>	<b>How will it be monitored?</b>	<b>Action complete</b>
All carers in receipt of this support to have been triaged to identify if they need a Carers Assessment completed and if so, the prioritisation of that assessment.	30/09/2024	Stephen Miles	Liaison with Somerset NHS Foundation Trust and operational colleagues to ensure that all individuals have been triaged, and where identified as necessary, a Carers Assessment undertaken.	☐

**If negative impacts remain, please provide an explanation below.**

Not all negative impacts can be mitigated. While those carers assessed as eligible for support commissioned to meet assessed eligible needs under the Care Act 2014 will be offered alternative support the impact on those who are not eligible for other forms of Council funded support at this time will be that their funded support ceases.

<b>Completed by:</b>	<b>Stephen Miles</b>
<b>Date</b>	<b>20/11/2023</b>
<b>Signed off by:</b>	
<b>Date</b>	<b>21/11/23</b>
<b>Equality Lead sign off name:</b>	
<b>Equality Lead sign off date:</b>	
<b>To be reviewed by: (officer name)</b>	
<b>Review date:</b>	

October 2023